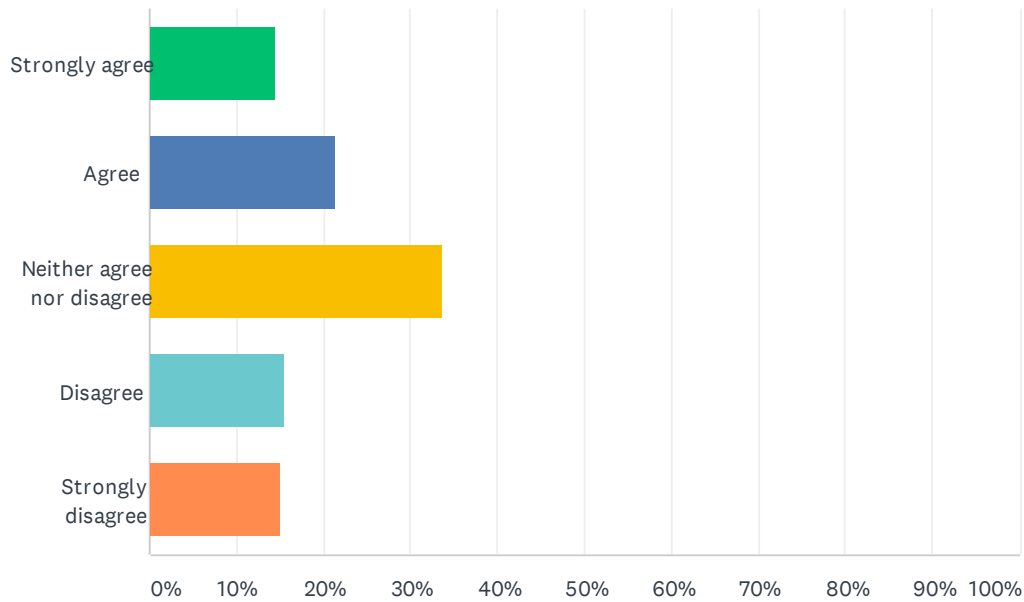


Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?

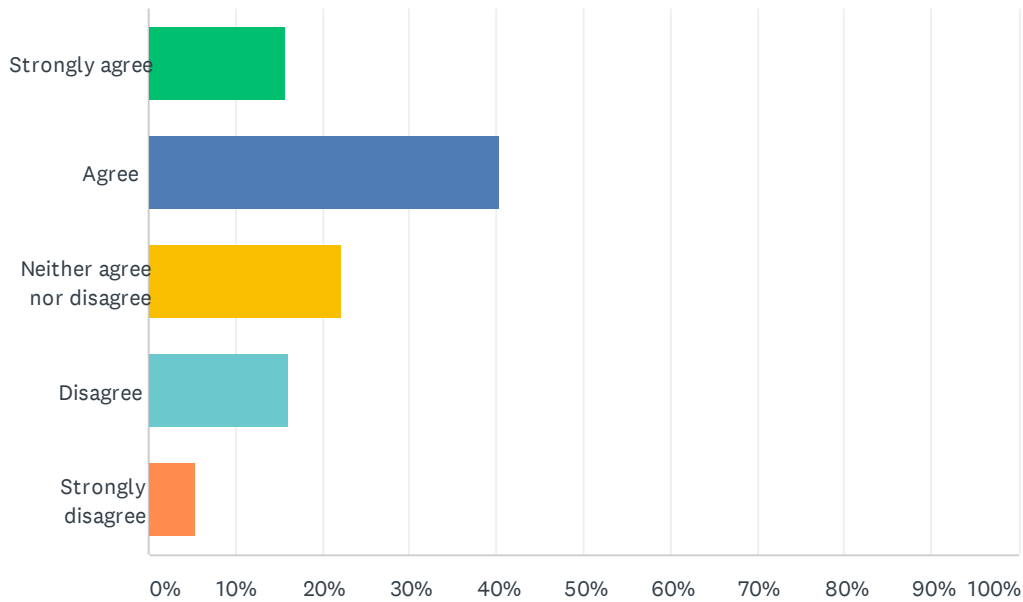
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	14.41%	115
Agree	21.43%	171
Neither agree nor disagree	33.71%	269
Disagree	15.41%	123
Strongly disagree	15.04%	120
TOTAL		798

Q2 The Washington State Patrol fosters a workplace that allows the employees to be authentically themselves.

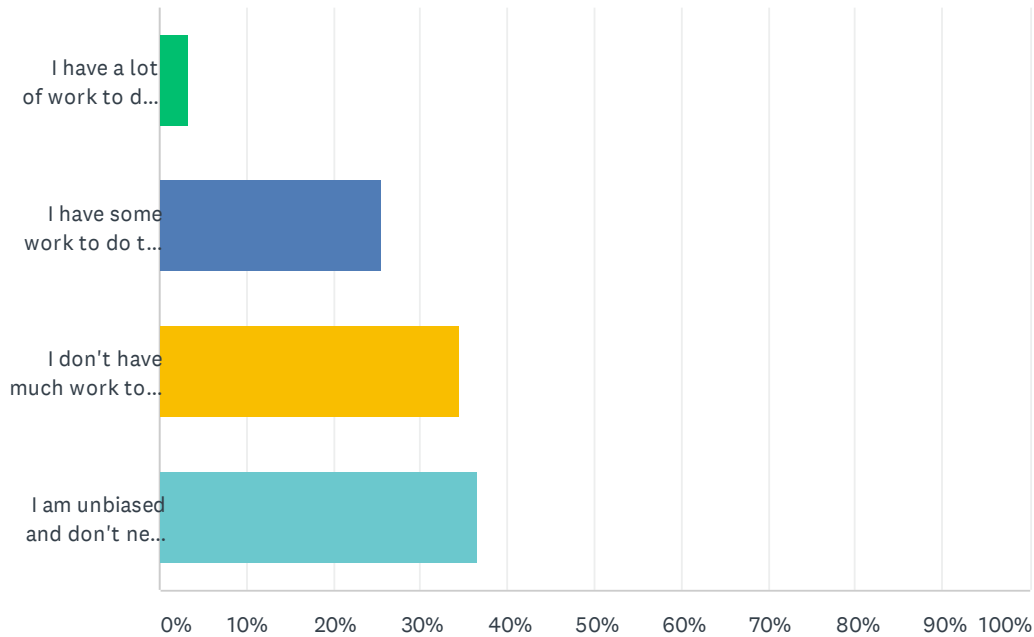
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.79%	126
Agree	40.35%	322
Neither agree nor disagree	22.18%	177
Disagree	16.17%	129
Strongly disagree	5.51%	44
TOTAL		798

Q3 Which statement applies the most to you?

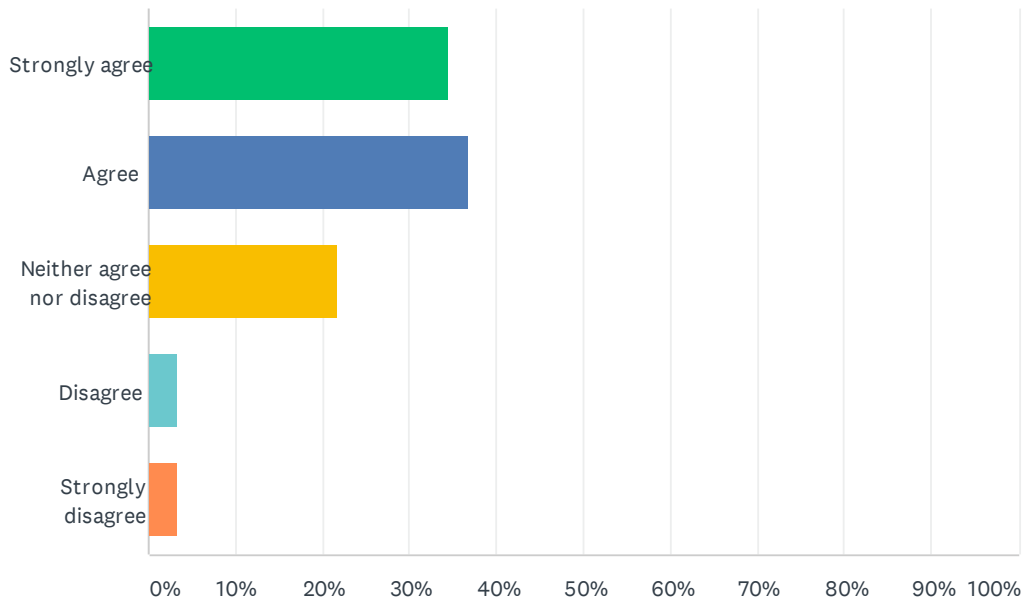
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
I have a lot of work to do to eliminate biases.	3.26%	26
I have some work to do to eliminate biases.	25.56%	204
I don't have much work to do to eliminate biases.	34.59%	276
I am unbiased and don't need further training.	36.59%	292
TOTAL		798

Q4 My supervisor is committed to and supports diversity, equity and inclusion.

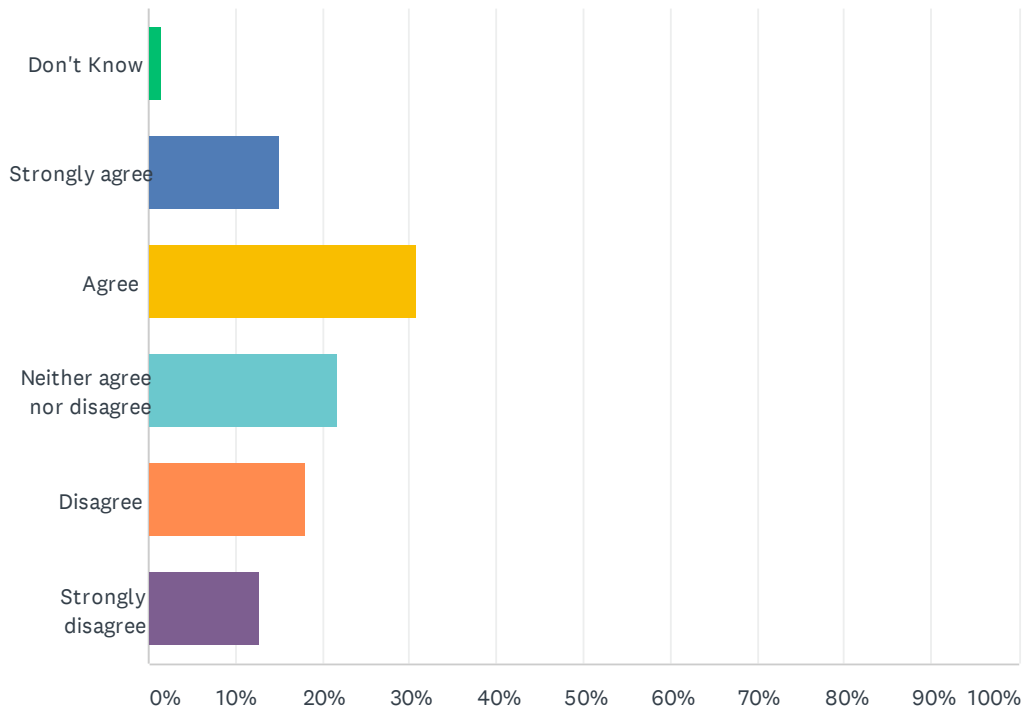
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	34.59%	276
Agree	36.84%	294
Neither agree nor disagree	21.80%	174
Disagree	3.38%	27
Strongly disagree	3.38%	27
TOTAL		798

Q5 The agency provides an environment for the free and open expression of ideas, opinions and beliefs.

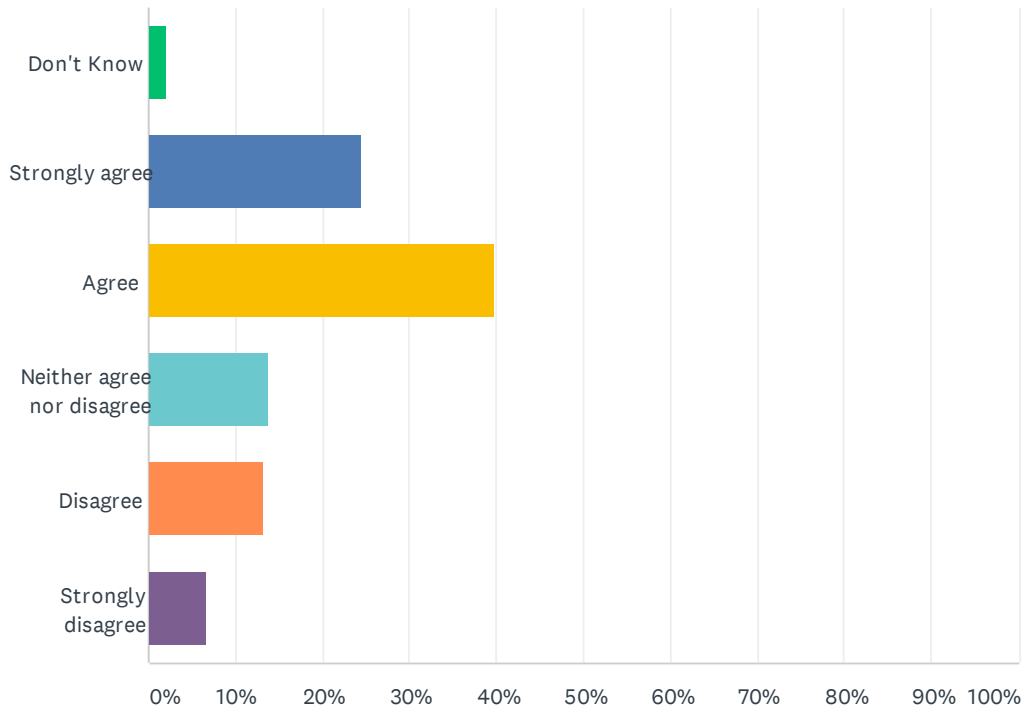
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Don't Know	1.50%	12
Strongly agree	15.16%	121
Agree	30.83%	246
Neither agree nor disagree	21.68%	173
Disagree	18.05%	144
Strongly disagree	12.78%	102
TOTAL		798

Q6 Employees of different ages are valued equally by the agency.

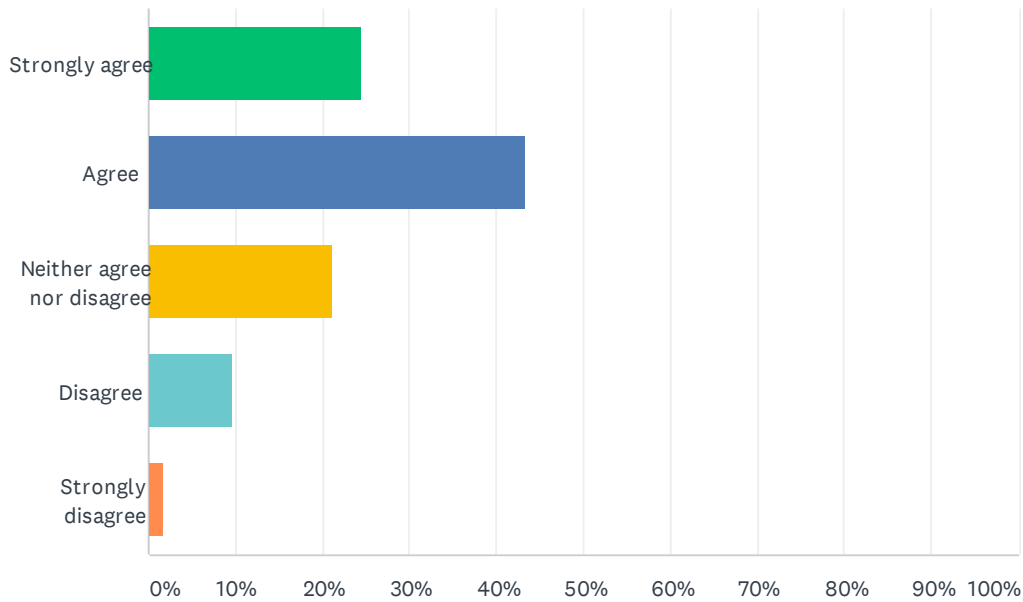
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Don't Know	2.13%	17
Strongly agree	24.44%	195
Agree	39.85%	318
Neither agree nor disagree	13.78%	110
Disagree	13.16%	105
Strongly disagree	6.64%	53
TOTAL		798

Q7 Getting to know people with backgrounds different from my own has been easy at this agency.

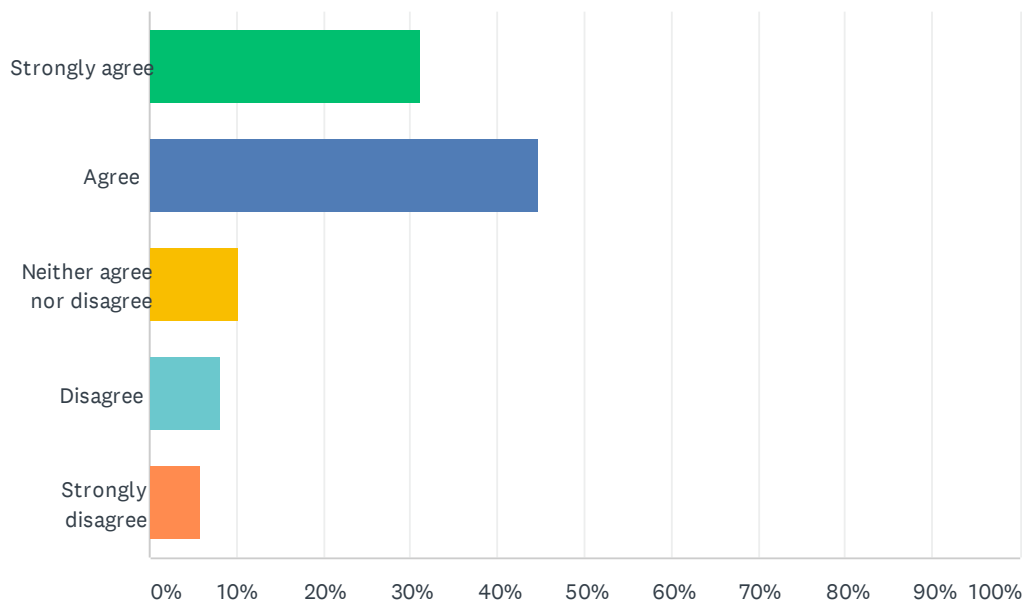
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	24.44%	195
Agree	43.23%	345
Neither agree nor disagree	21.05%	168
Disagree	9.52%	76
Strongly disagree	1.75%	14
TOTAL		798

Q8 I feel appreciated in my work unit.

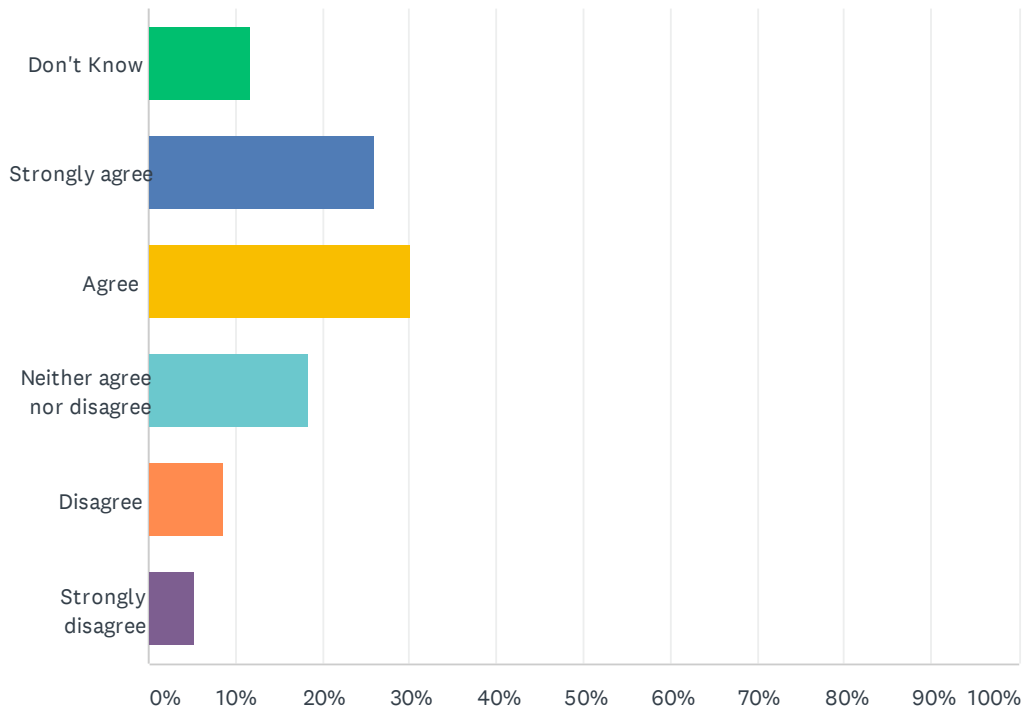
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	31.20%	249
Agree	44.74%	357
Neither agree nor disagree	10.15%	81
Disagree	8.15%	65
Strongly disagree	5.76%	46
TOTAL		798

Q9 Employees of different backgrounds are treated fairly in the internal promotion process.

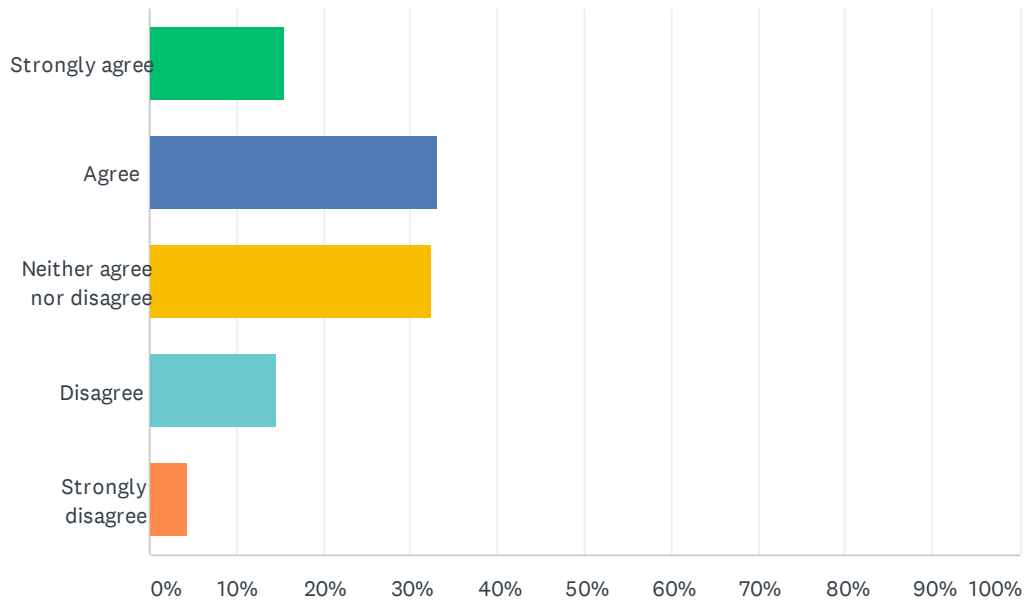
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Don't Know	11.65%	93
Strongly agree	25.94%	207
Agree	30.20%	241
Neither agree nor disagree	18.42%	147
Disagree	8.65%	69
Strongly disagree	5.14%	41
TOTAL		798

Q10 There is diversity among the people that a job candidate will meet/see on their first visit to the agency.

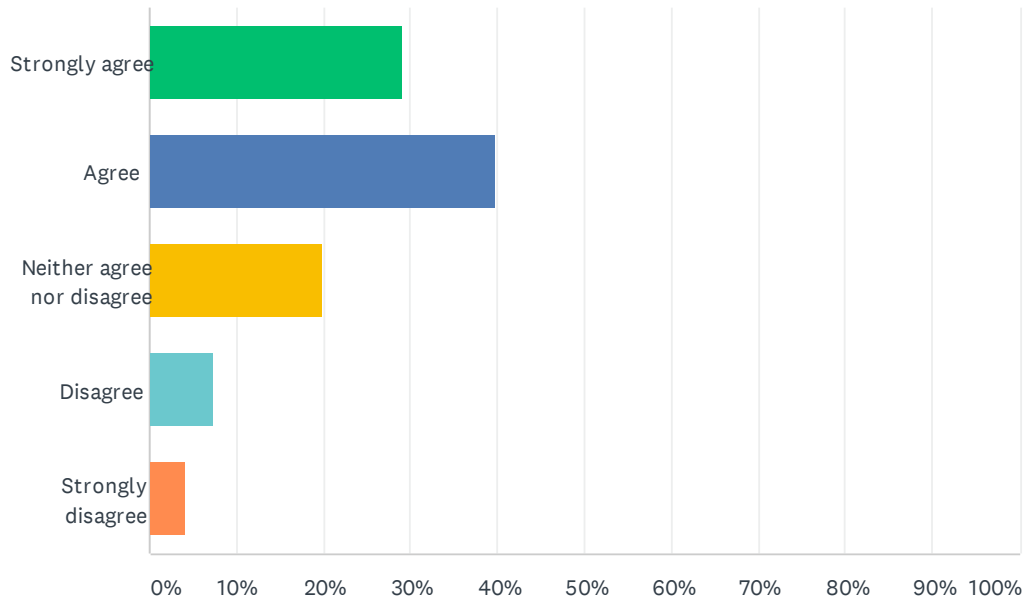
Answered: 798 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.54%	124
Agree	32.96%	263
Neither agree nor disagree	32.46%	259
Disagree	14.66%	117
Strongly disagree	4.39%	35
TOTAL		798

Q11 I would recommend WSP as a great place to work.

Answered: 798 Skipped: 0



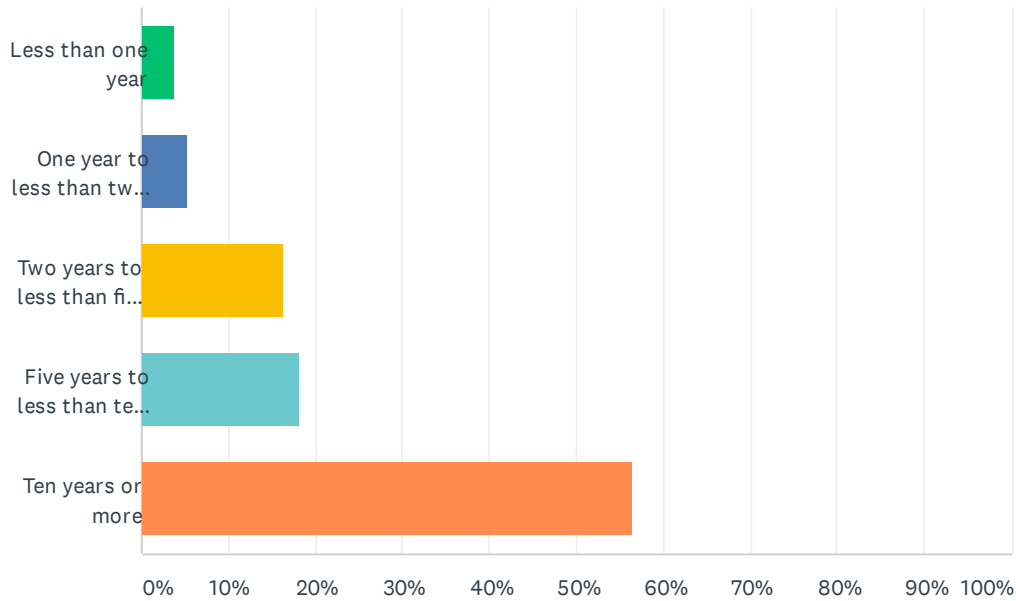
ANSWER CHOICES	RESPONSES	
Strongly agree	29.07%	232
Agree	39.72%	317
Neither agree nor disagree	19.80%	158
Disagree	7.27%	58
Strongly disagree	4.14%	33
TOTAL		798

Q12 What suggestions do you have to strengthen the diversity, equity and inclusion efforts at WSP?

Answered: 322 Skipped: 476

Q13 How long have you worked for WSP?

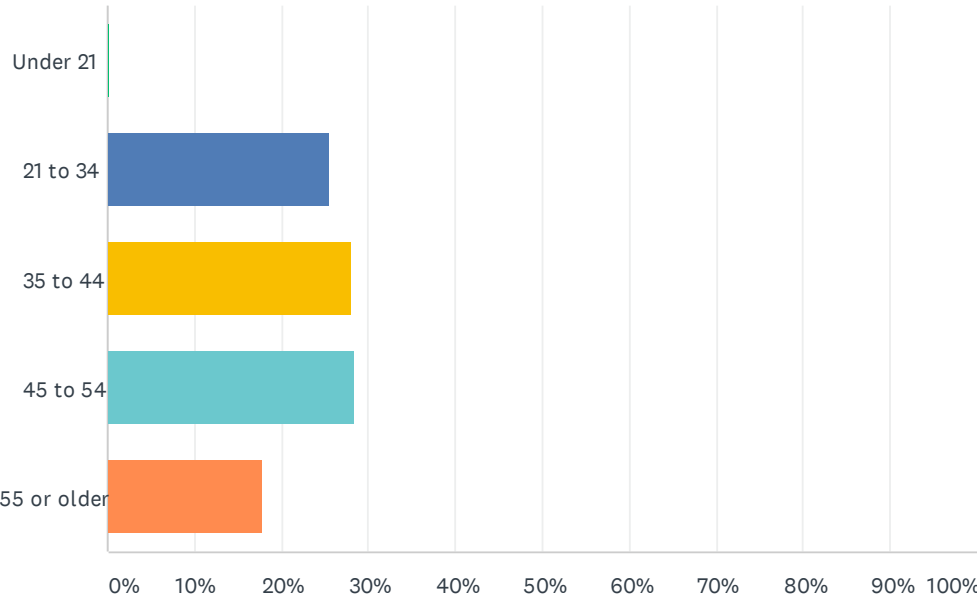
Answered: 750 Skipped: 48



ANSWER CHOICES	RESPONSES	
Less than one year	3.73%	28
One year to less than two years	5.20%	39
Two years to less than five years	16.40%	123
Five years to less than ten years	18.27%	137
Ten years or more	56.40%	423
TOTAL		750

Q14 What is your age?

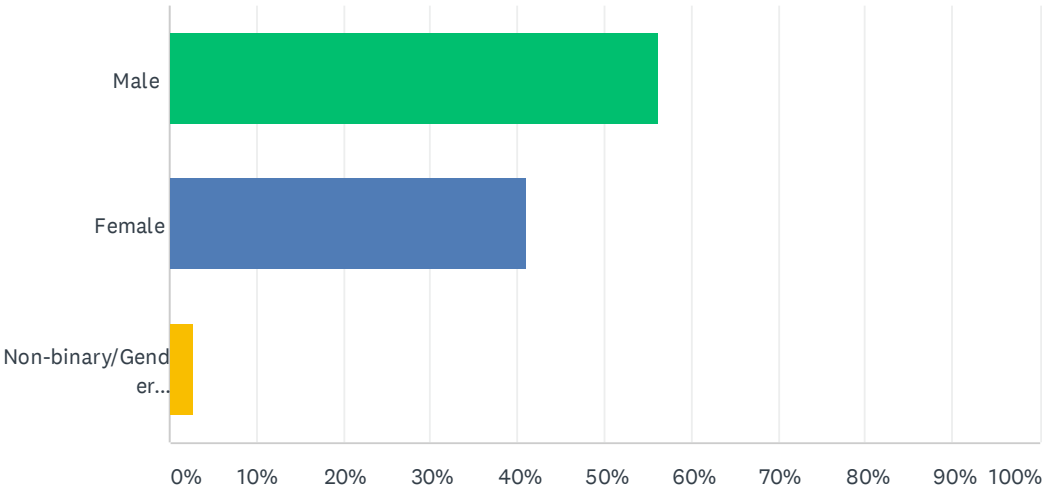
Answered: 729 Skipped: 69



ANSWER CHOICES	RESPONSES	
Under 21	0.27%	2
21 to 34	25.51%	186
35 to 44	27.98%	204
45 to 54	28.53%	208
55 or older	17.70%	129
TOTAL		729

Q15 What is your gender?

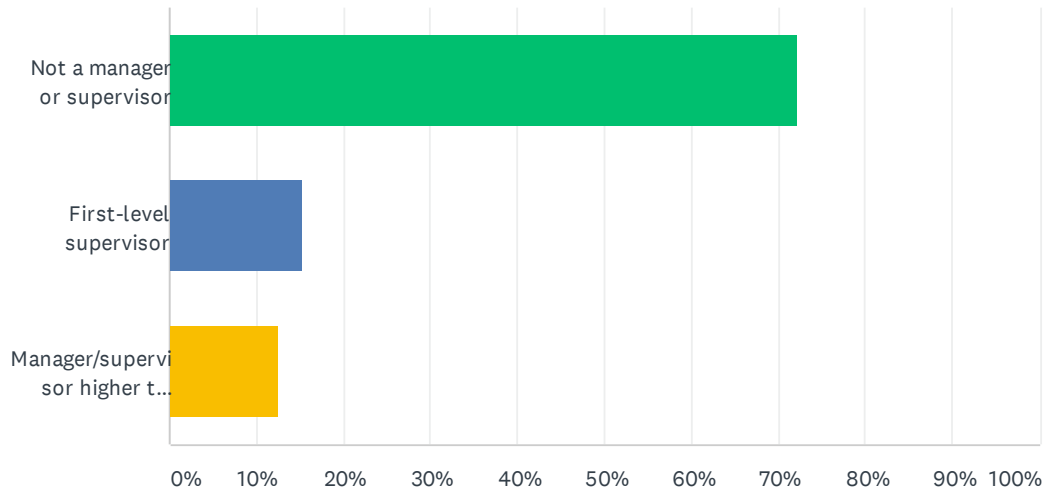
Answered: 722 Skipped: 76



ANSWER CHOICES	RESPONSES	
Male	56.23%	406
Female	41.00%	296
Non-binary/Gender non-conforming	2.77%	20
TOTAL		722

Q16 Which of the following best describes your role in the agency?

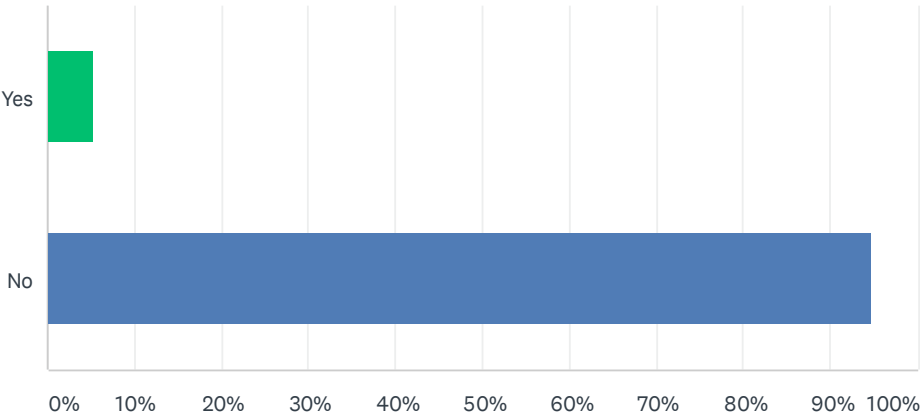
Answered: 722 Skipped: 76



ANSWER CHOICES	RESPONSES	
Not a manager or supervisor	72.16%	521
First-level supervisor	15.37%	111
Manager/supervisor higher than first level (including senior management positions)	12.47%	90
TOTAL		722

Q17 Do you identify as LGBTQ?

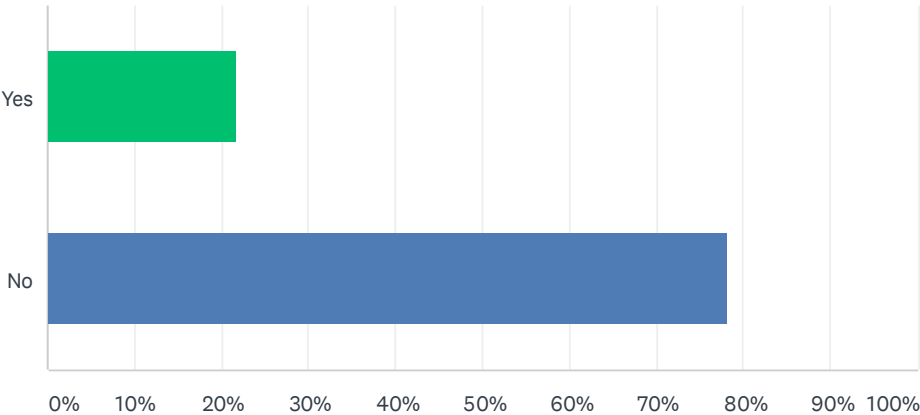
Answered: 714 Skipped: 84



ANSWER CHOICES	RESPONSES	
Yes	5.18%	37
No	94.82%	677
TOTAL		714

Q18 Are you a veteran?

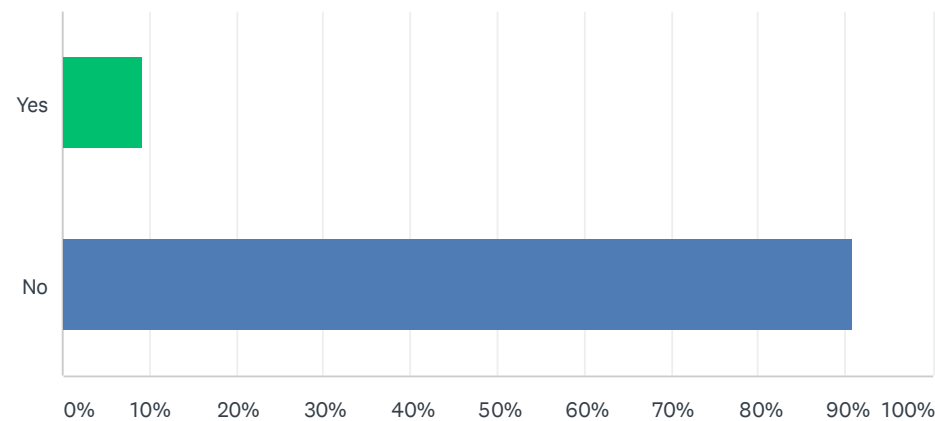
Answered: 723 Skipped: 75



ANSWER CHOICES	RESPONSES	
Yes	21.85%	158
No	78.15%	565
TOTAL		723

Q19 Do you have a disability?

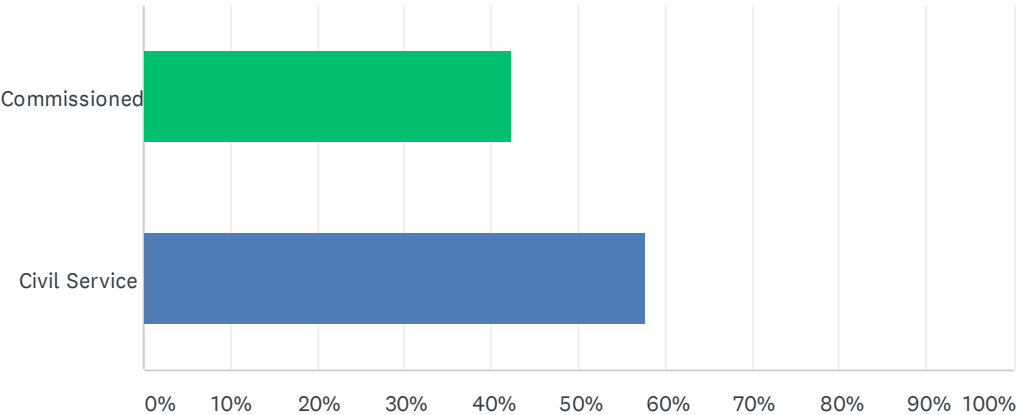
Answered: 717 Skipped: 81



ANSWER CHOICES	RESPONSES	
Yes	9.21%	66
No	90.79%	651
TOTAL		717

Q20 Pick one:

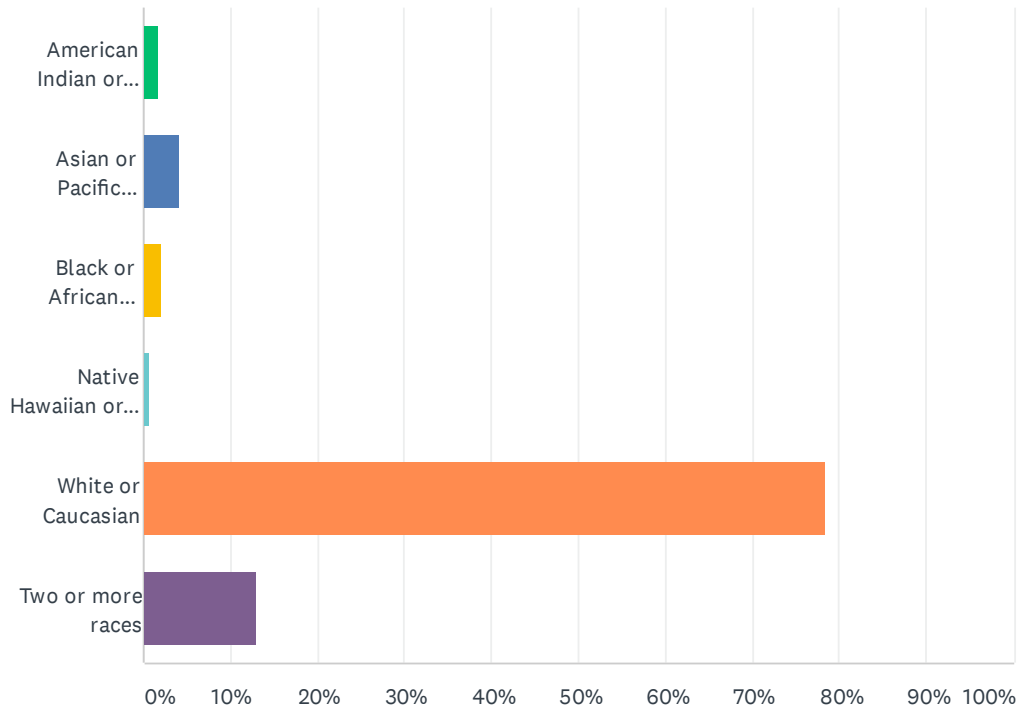
Answered: 727 Skipped: 71



ANSWER CHOICES	RESPONSES	
Commissioned	42.23%	307
Civil Service	57.77%	420
TOTAL		727

Q21 Pick your race:

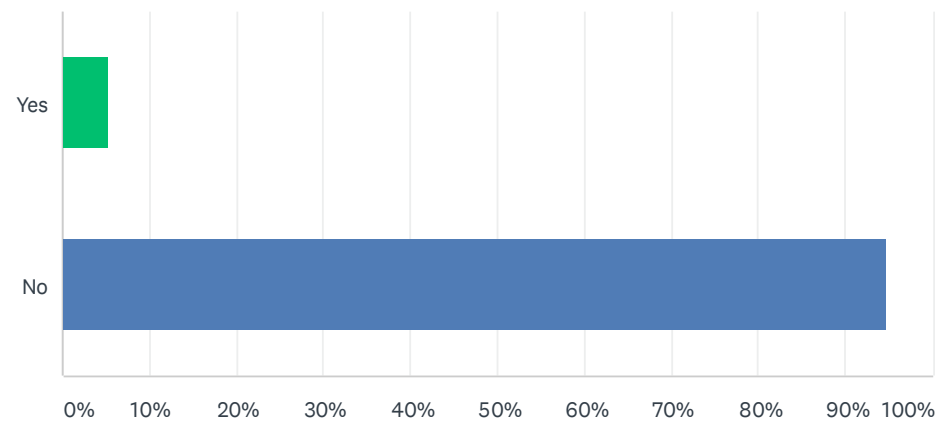
Answered: 694 Skipped: 104



ANSWER CHOICES	RESPONSES	
American Indian or Alaskan Native	1.59%	11
Asian or Pacific Islander	4.18%	29
Black or African American	2.16%	15
Native Hawaiian or Pacific Islander	0.72%	5
White or Caucasian	78.39%	544
Two or more races	12.97%	90
TOTAL		694

Q22 Are you Hispanic/Latino?

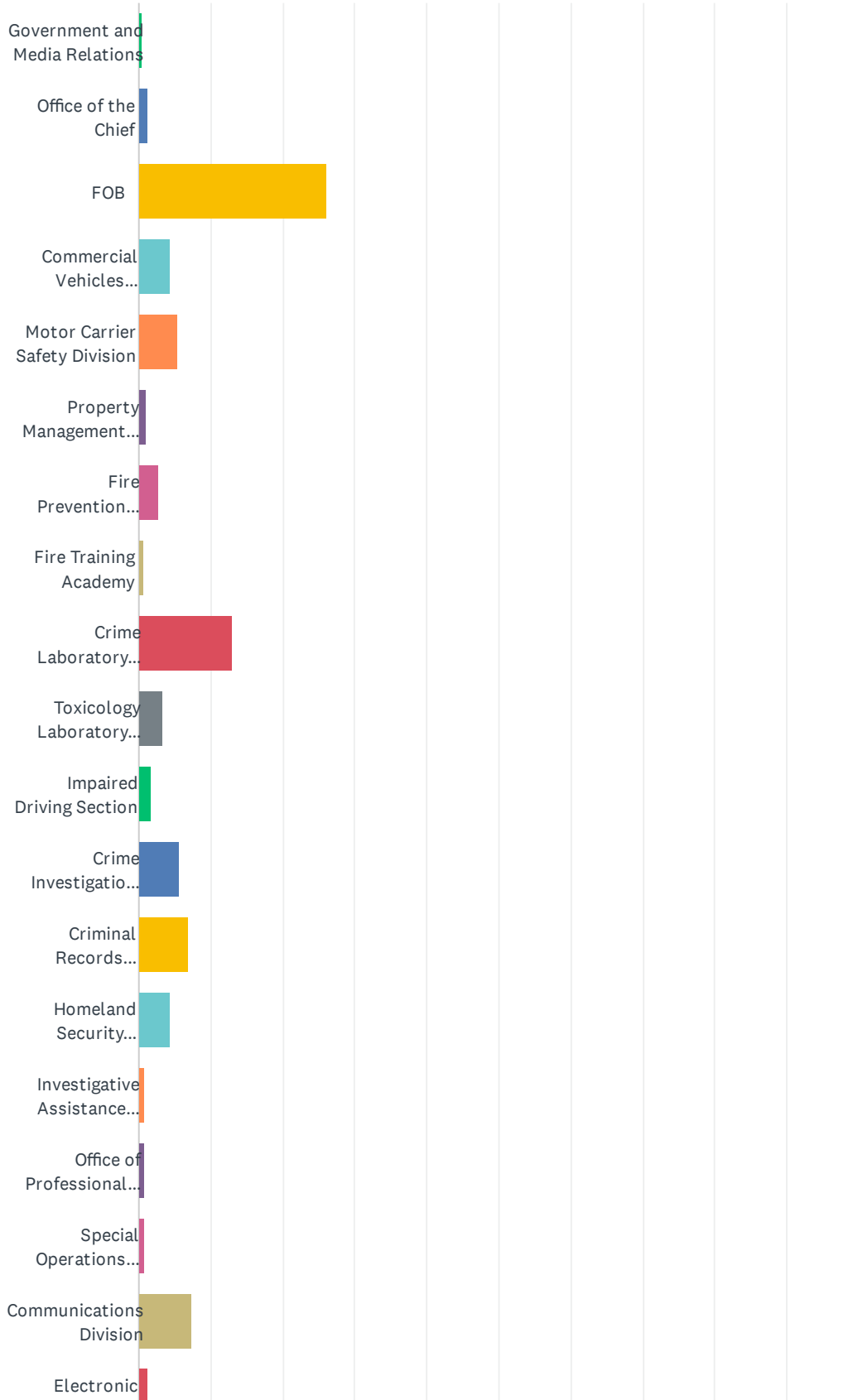
Answered: 697 Skipped: 101



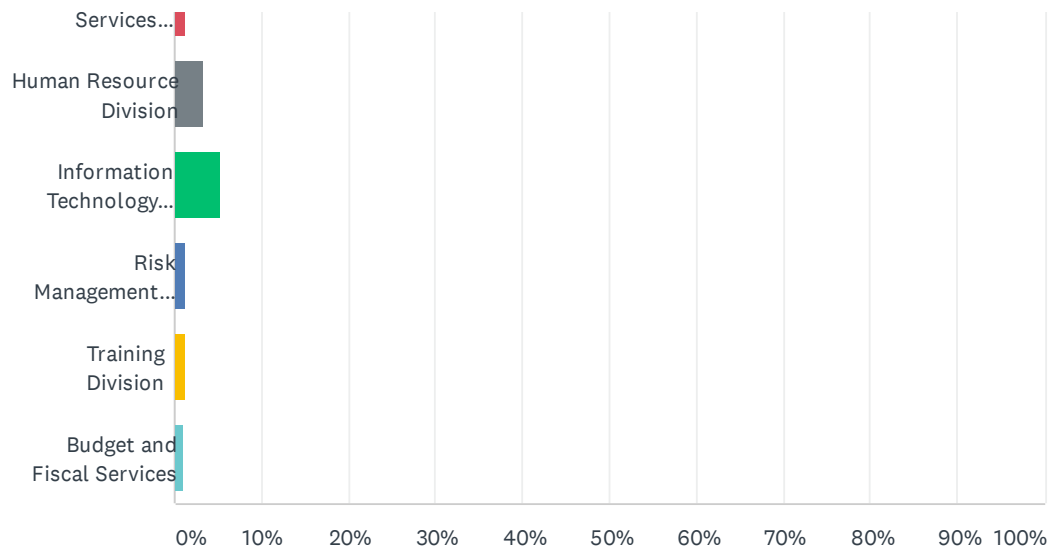
ANSWER CHOICES	RESPONSES	
Yes	5.16%	36
No	94.84%	661
TOTAL		697

Q23 Please pick your division:

Answered: 675 Skipped: 123



Diversity, Equity and Inclusion



Diversity, Equity and Inclusion

ANSWER CHOICES	RESPONSES	
Government and Media Relations	0.44%	3
Office of the Chief	1.19%	8
FOB	26.07%	176
Commercial Vehicles Division	4.30%	29
Motor Carrier Safety Division	5.48%	37
Property Management Division	1.04%	7
Fire Prevention Division	2.67%	18
Fire Training Academy	0.59%	4
Crime Laboratory Division	13.04%	88
Toxicology Laboratory Division	3.26%	22
Impaired Driving Section	1.78%	12
Crime Investigation Division	5.63%	38
Criminal Records Division	6.81%	46
Homeland Security Division	4.30%	29
Investigative Assistance Division	0.89%	6
Office of Professional Standards	0.89%	6
Special Operations Division	0.89%	6
Communications Division	7.26%	49
Electronic Services Division	1.33%	9
Human Resource Division	3.26%	22
Information Technology Division	5.33%	36
Risk Management Division	1.33%	9
Training Division	1.19%	8
Budget and Fiscal Services	1.04%	7
TOTAL		675